

CERTIFICATION REGARDING LOBBYING

Certification for Contracts, Grants, Loans, and Cooperative Agreements

The undersigned certifies, to the best of his or her knowledge and belief, that:

(1) No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

(2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure of Lobbying Activities," in accordance with its instructions.

(3) The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

Statement for Loan Guarantees and Loan Insurance

The undersigned states, to the best of his or her knowledge and belief, that:

If any funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this commitment providing for the United States to insure or guarantee a loan, the undersigned shall complete and submit Standard Form-LLL, "Disclosure of Lobbying Activities," in accordance with its instructions. Submission of this statement is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required statement shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

* APPLICANT'S ORGANIZATION

Boulder Pride

* PRINTED NAME AND TITLE OF AUTHORIZED REPRESENTATIVE

Prefix: Ms. * First Name: Mardell Middle Name:
* Last Name: Moore Suffix:
* Title: Executive Director

* SIGNATURE: Mardi Moore

* DATE: 05/11/2022

Application for Federal Assistance SF-424

* 1. Type of Submission:

- ☐ Preapplication
☒ Application
☐ Changed/Corrected Application

* 2. Type of Application:

- ☒ New
☐ Continuation
☐ Revision

* If Revision, select appropriate letter(s):

* Other (Specify):

* 3. Date Received:

05/11/2022

4. Applicant Identifier:

5a. Federal Entity Identifier:

5b. Federal Award Identifier:

State Use Only:

6. Date Received by State:

7. State Application Identifier:

CO

8. APPLICANT INFORMATION:

* a. Legal Name:

Boulder Pride

* b. Employer/Taxpayer Identification Number (EIN/TIN):

(b)(6)
1284-1467134

* c. UEI:

RG5WXVYKFKE3

d. Address:

* Street1:

3340 Mitchell Lane

Street2:

* City:

Boulder

County/Parish:

Boulder

* State:

CO: Colorado

Province:

* Country:

USA: UNITED STATES

* Zip / Postal Code:

80301-2273

e. Organizational Unit:

Department Name:

Division Name:

f. Name and contact information of person to be contacted on matters involving this application:

Prefix:

Ms.

* First Name:

(b)(6)
Haddell

Middle Name:

* Last Name:

(b)(6)
Moore

Suffix:

Title:

Executive Director

Organizational Affiliation:

* Telephone Number:

(b)(6)
303.499.5777 x 104

Fax Number:

* Email:

(b)(6)
moore@outboulder.org

Application for Federal Assistance SF-424

* 9. Type of Applicant 1: Select Applicant Type:

M: Nonprofit with 501C3 IRS Status (Other than Institution of Higher Education)

Type of Applicant 2: Select Applicant Type:

Type of Applicant 3: Select Applicant Type:

* Other (specify):

* 10. Name of Federal Agency:

Department of Homeland Security - FEMA

11. Catalog of Federal Domestic Assistance Number:

97.132

CFDA Title:

Financial Assistance for Targeted Violence and Terrorism Prevention

* 12. Funding Opportunity Number:

DHS-22-TTP-132-00-01

* Title:

Fiscal Year (FY) 2022 Targeted Violence and Terrorism Prevention (TVTP)

13. Competition Identification Number:

Title:

14. Areas Affected by Project (Cities, Counties, States, etc.):

Add Attachment

Delete Attachment

View Attachment

* 15. Descriptive Title of Applicant's Project:

LGBTQ Community Violence Prevention

Attach supporting documents as specified in agency instructions.

Add Attachments

Delete Attachments

View Attachments

Application for Federal Assistance SF-424**16. Congressional Districts Of:*** a. Applicant * b. Program/Project

Attach an additional list of Program/Project Congressional Districts if needed.

17. Proposed Project:* a. Start Date: * b. End Date: **18. Estimated Funding (\$):**

* a. Federal	<input type="text" value="143,579.87"/>
* b. Applicant	<input type="text" value="40,000.00"/>
* c. State	<input type="text" value="0.00"/>
* d. Local	<input type="text" value="10,000.00"/>
* e. Other	<input type="text" value="10,000.00"/>
* f. Program Income	<input type="text" value="0.00"/>
* g. TOTAL	<input type="text" value="203,579.87"/>

*** 19. Is Application Subject to Review By State Under Executive Order 12372 Process?**

- ☐ a. This application was made available to the State under the Executive Order 12372 Process for review on .
- ☐ b. Program is subject to E.O. 12372 but has not been selected by the State for review.
- ☒ c. Program is not covered by E.O. 12372.

*** 20. Is the Applicant Delinquent On Any Federal Debt? (If "Yes," provide explanation in attachment.)**☐ Yes ☒ No

If "Yes", provide explanation and attach

21. *By signing this application, I certify (1) to the statements contained in the list of certifications and (2) that the statements herein are true, complete and accurate to the best of my knowledge. I also provide the required assurances** and agree to comply with any resulting terms if I accept an award. I am aware that any false, fictitious, or fraudulent statements or claims may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 218, Section 1001)**

☒ ** I AGREE

** The list of certifications and assurances, or an internet site where you may obtain this list, is contained in the announcement or agency specific instructions.

Authorized Representative:

Prefix: * First Name:

Middle Name:

* Last Name:

Suffix:

* Title: * Telephone Number: Fax Number: * Email: * Signature of Authorized Representative: * Date Signed:

COVER PAGE

Applicant Organization: Boulder PRIDE dba Out Boulder County

Primary Location: Boulder County, Colorado

Location of Activities: Boulder, Denver, Jefferson, and Weld Counties in Colorado

Application Track: Promising Practices

Project Type: Raising Societal Awareness (#1)

Funds Requested: \$143,579.87

Abstract: Out Boulder County's LGBTQ Community Violence Prevention Project will increase violence prevention awareness and efforts among Colorado's front range communities, with a focus on individuals identifying as lesbian, gay, bisexual, transgender, queer (LGBTQ). Prioritizing communities of color, and those living with mental health and substance use disorders, OBC will leverage its existing relationships with law enforcement at the local, county, and state level, in training and collaborative prevention planning and establish additional LGBTQ Liaison programs throughout the region. As a result, law enforcement professionals and departments will be better equipped to serve and protect LGBTQ individuals and groups from targeted violence; increase the frequency of comprehensive, and culturally competent responses to threats and acts of targeted violence to LGBTQ individuals & groups; increase reporting of threats and acts of targeted violence, and increased awareness of resources among LGBTQ community members.

EMW#: DHS-22-TTP-132-00-01

NARRATIVE

1. Needs Assessment

Target Population

The goal for Out Boulder County's (OBC) project is to increase violence prevention among Colorado's front range communities, with a focus on individuals identifying as lesbian, gay, bisexual, transgender, queer (LGBTQ). This includes Denver, Boulder, Weld, and Jefferson counties in Colorado. Additional population subsets prioritized include individuals representing communities of color and those living with mental health and/or substance use disorders. OBC will work with law enforcement leveraging established partnerships with local police departments, sheriff's departments, district attorneys' offices, and the federal bureau of investigation (FBI) to implement awareness training.

Estimated Reach

Our approach to this violence prevention initiative has the potential to benefit tens of thousands of individuals both in the four-county region of focus and throughout the state. There are two primary target populations, first are the recipients of the training; law enforcement officers (local, state, and federal), public defenders, community leaders. Based on the most recent publicly available data we believe there are approximately 2,767 individuals within the four-county area that would benefit from this training¹.

The second target population is the community which we intend to protect, individuals identifying as LGBTQ, many of whom represent communities of color and experience higher than average mental health and substance use disorders. The Williams Institute School of Law estimates that 4.6 percent of Coloradans identify as LGBTQ, and the most recent census data at the time of the survey indicated that there were 5,456,574 individuals living in Colorado². Given this information, it's conservatively estimated that 200,000 LGBTQ individuals live in the state.

Additional Programs

There are several small nonprofits in Colorado that serve the LGBTQ population:

- The Center on Colfax - LGBTQ direct service organization in Denver
- The Gender Identity Center of the Rockies - Transgender direct service organization in Sheridan
- PFLAG (Parents, Families, and Friends of Lesbians and Gays) - Support and resource organization with three locations in Colorado
- One Colorado - Advocacy organization serving the state of Colorado
- Inside Out - A LGBTQ2+ Youth serving organization
- Splash Youth of Northern Colorado - LGBTQ youth serving organization
- Boulder County Public Health OASOS (Open and Affirming Sexual Orientation and gender identity Support) program
- Boulder County Area Agency on Aging Rainbow Elders Program

¹ <https://policescorecard.org/co/sheriff/douglas-county>

² https://one-colorado.org/wp-content/uploads/2019/05/Closing_The_Gap_2018-LGBTQ-Health-Assessment_FINAL_5.17.19.pdf

Currently, none of these organizations provide targeted violence prevention training to the law enforcement population or general community.

Population of Focus

OBC primarily serves vulnerable populations, this includes ethnic and racially diverse residents, those identifying as LGBTQ, as well as individuals living with mental health and/or substance use disorders. OBC provides multicultural services, including Spanish-language support and resources.

Current Landscape

To our knowledge, and after reviewing several regional and statewide needs assessments produced by the Colorado Department of Human Services, Colorado Department of Public Health and Environment, One Colorado, the Office of Behavioral Health, and the Colorado Health Institute, we cannot identify any other training program that meets the criteria for violence prevention aimed at the LGBTQ population.

What we do know is that law enforcement officers in Colorado are mandated 24 hours of in-service training annually, a small part of which includes anti-bias training³. However, feedback from partners in the region shared that this training is outdated and essentially inadequate. The pre-recorded training is offered online providing no opportunity for discussion, questions, or tangible examples and applications.

This proposal seeks to expand on an early program concept that has been tested/piloted. In 2016 OBC partnered with the City of Boulder and the Boulder District Attorney's office to provide violence prevention training for officers, staff, and volunteers. As a result of this collaboration a Hate and Bias Crime Hotline was established in Boulder County. Subsequent "A Community Response to Hate" event drew over 400 attendees and resulted in violence prevention work in additional counties involving school districts, FBI and other state law enforcement, local police and multiple District Attorney offices, with OBC leading the way. A LGBTQ Liaison program was established in Boulder, Broomfield, Weld, and Denver counties; OBC provided training and support to maintain the effectiveness.

2. Program Design

Problem Statement

Discrimination and harassment by law enforcement based on sexual orientation and gender identity is an ongoing and pervasive problem in LGBTQ communities. Such discrimination impedes effective policing in these communities by breaking down trust, inhibiting communication, and preventing officers from effectively protecting and serving the communities they police. While a patchwork of state, local and federal laws provide some protection against certain forms of discrimination, there is no nationwide federal statute that comprehensively and consistently prohibits discrimination based on actual or perceived sexual orientation and gender identity⁴. Additionally, there has been a sharp increase in hate crimes in Colorado in the last few years.

³ <https://post.colorado.gov/training/mandated-training>

⁴ <https://williamsinstitute.law.ucla.edu/publications/lgbt-discrim-law-enforcement/>

In 2020, despite the number of LGBTQ protections in Colorado, hate crimes rose to their highest level in at least 30 years, with attacks on people for their race, ethnicity and ancestry driving much of the escalation. In Colorado the 283 incidents reported in 2020 represent the third consecutive year with increased rates and the sixth hike in 10 years. The last two years have been particularly problematic in Colorado, according to the federal data. The most common types of hate crimes in Colorado are against people who identify as Black, LGBTQ, Latino, or Jewish⁵.

This escalation in violence is cause for concern and in an effort to reduce acts of targeted violence and prevent domestic terrorism in our community, OBC will engage its partners in law enforcement and at the local, county, and state level in training and collaborative prevention planning. This approach best aligns with Objective Six: The local community has a variety of programs that address risk factors while also providing services supporting threat management approaches. OBC is addressing risk factors by enhancing the knowledge and skills of law enforcement to protect and serve a subpopulation (individuals identifying as LGBTQ and their allies, communities of color, and individuals living with mental health and substance use disorders) that is at greater risk of receiving targeted violence on an individual and/or group level. Additional priorities with this approach will be to deepen understanding of LGBTQ people and communities with an improved ability to prevent and respond to instances of hate or terrorism motivated acts of violence.

Program Goals and Objectives

All goals and objectives align with the Department of Homeland Security's Strategic Planning priority (Goal Five) to Strengthen Preparedness And Resilience.

Goal #1: Provide law enforcement with increased knowledge and understanding of LGBTQ people and communities in order to better equip them to identify threats of targeted violence, prevent targeted violence, and respond to targeted violence in a way that is more effective and that promotes trust in the LGBTQ community.

Objective A: Increase the capacity for law enforcement to respond to targeted acts of violence and bias motivated crimes within the LGBTQ community through 10 training sessions by the end of the grant period.

Goal #2: Increase awareness among the LGBTQ community about reporting resources for targeted violence, warning signs, continuum of violence, and the LGBTQ liaison program and contacts among local & regional law enforcement departments.

Objective A: Within the first year of the grant period (by 09/2023) train and coordinate 35 LGBTQ liaisons among local & regional law enforcement agencies.

Objective B: By the end of the second year of the grant period (by 09/2024) increase the number of trained LGBTQ liaisons by 33% within local and regional law enforcement agencies.

⁵ <https://www.axios.com/local/denver/2021/08/31/hate-crimes-colorado-2020>

Objective C: Increase understanding across law enforcement agencies about the role and importance of LGBTQ liaisons and when to engage them.

Goal #3: Through community bystander education, increase the likelihood that LGBTQ individuals will report targeted violence threats and acts to law enforcement.

Project: LGBTQ Community Violence Prevention

<p>Increased education, awareness, training, and networking among law enforcement professionals and departments about the LGBTQ community and the heightened risk for targeted violence, coupled with education to the LGBTQ community about warning signs and available resources including the LGBTQ liaison program, will increase response capacity and reporting, and contribute to a safer community.</p>	
Theory of Change:	

Inputs what we will invest	>	Outputs		>	Short Term Results	Outcomes - Impact	
		Activities - what we will do	Participation - who we will reach		Learning	Behavioral Action	Ultimate Impact
staff time		Quarterly LGBTQ Liaison meetings	Law enforcement representation from LGBTQ Liaisons and representatives from departments who are interested in having an LGBTQ liaison. Leadership from law enforcement departments		LGBTQ people and groups are at elevated risk for targeted violence and why	Considerations and protections for LGBTQ individuals and groups are incorporated into safety planning by law enforcement departments	Law enforcement professionals and departments are equipped to better serve and protect LGBTQ individuals and groups from targeted violence
meeting space					History of police interaction with LGBTQ communities and how that informs hesitancy in reporting today	Increased sensitivity & cultural competency, reduced bias	More frequent, comprehensive, and culturally competent responses to threats and acts of targeted violence to LGBTQ individuals & groups
training content		Law Enforcement Trainings	LGBTQ liaisons from participating and interested Law Enforcement Departments. Any Law Enforcement professionals in the region who are interested. Law Enforcement leadership.		LGBTQ terminology, concepts, and etiquette. Resources available to LGBTQ people in the community.	Greater ability to communicate with and about LGBTQ individuals and groups; ability to connect LGBTQ individuals with culturally relevant resources in the community	LGBTQ inclusion incorporated into the ethos of local and regional law enforcement departments
training materials					LGBTQ inclusion strategies for law enforcement interactions and departments	Incorporate and refine LGBTQ inclusive policies, practices, and training	Increased connection and communication between law enforcement departments, LGBTQ community resources, and LGBTQ individuals and groups.
refreshments		Educational campaign targeted toward the LGBTQ communities that focus on targeted violence and reporting resources	LGBTQ community members & families with LGBTQ members; allies connected to the LGBTQ community		What resources are available if someone suspects or experiences targeted violence	Know what resources exist in the instance of a threat or act of targeted violence	Increased reporting of threats and acts of targeted violence
digital ads					Targeted violence warning signs, continuum of violence	Share knowledge with other individuals and groups who are at greater risk of targeted violence	Increased awareness of resources among LGBTQ community members
print ads		LGBTQ Community Workshops on targeted violence, reporting bias crimes, warning signs; continuum of violence; LGBTQ liaison program; and relevant resources	LGBTQ community members, families, and allies, specific outreach to subpopulations with multiple marginalized identities such as LGBTQ people of color and folks with disabilities		LGBTQ liaison program, bias crime hotline, & other resources	Awareness about the LGBTQ liaison program in local and regional law enforcement departments; awareness of Out Boulder County as a resource to get connected to LGBTQ liaisons if desired	Increased accountability among local and regional law enforcement professionals and departments regarding LGBTQ inclusion and treatment of LGBTQ individuals
physical posters		Youth Resilience Workshops: educational workshops for youth about violence prevention, warning signs, reporting resources and processes, LGBTQ liaison program, etc.					
staff mileage			LGBTQ and allied youth; specific outreach to youth with multiple marginalized identities.				

Assumptions	<p>Local and regional law enforcement professionals and departments want to better understand and serve the LGBTQ community.</p> <p>Departments who have participated in LGBTQ liaison meetings and trainings before will want to participate in future programming; additional departments will also want to participate.</p> <p>Networking through the LGBTQ liaison program will facilitate an exchange of ideas and strategies, establish a shared ethos, and increase effectiveness of LGBTQ inclusion within law enforcement.</p> <p>LGBTQ community members want to know about the LGBTQ liaison program, warnign signs of potential acts of violence, and reporting resources.</p> <p>Informed LGBTQ community members will share this information proactively and when relevant with others.</p> <p>Knowledge of the LGBTQ liaison program will increase the likelihood that LGBTQ individuals will contact law enforcement when relevant.</p>
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External Factors	<p>The ability to gather in person or not will impact the format and participation in project activities.</p> <p>Distrust of law enforcement may negatively impact attendance and participation from LGBTQ community members.</p> <p>Law enforcement participation is limited by staff time, shifts, and department capacity.</p> <p>Law enforcement departments need support from leadership to establish an LGBTQ liaison program within specific departments.</p> <p>Unplanned crisis may influence the ability of law enforcement to participate.</p>
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3. Organization and Key Personnel

Out Boulder County (OBC) provides a broad array of culturally responsive recovery support and healthcare navigation services open to anyone in need, but prioritizes individuals identifying as lesbian, gay, bisexual, transgender, queer (LBGTQ), and other marginalized populations (e.g., BIPOC, Latinx, individuals experiencing homelessness). Services include (bilingual/bicultural if needed) assessment, case management, short-term therapy, referrals for long-term clinical treatment, peer-led support groups. OBC also facilitates regular community outreach events to create awareness and engage vulnerable residents in supportive programming. Through direct services, support groups and events OBC reaches over 15,000 people each year.

The members of OBC's dedicated Board of Directors and staff team encompass decades of experience in business, nonprofit, government, and community engagement and organizing. OBC staff represent a diverse cross-section of the community, over 50% of paid staff are people of color and 100% of staff identify as LBGTQ. Mardi Moore, Executive Director, has dedicated her life's work to elevating the rights, safety, and socio-economic status of the LBGTQ community, building grassroots organizations from the ground up, and continuing to see the gradual, albeit slower-than-wished, acceptance of the LBGTQ community into mainstream public discourse. Under her leadership, the organization has grown five-fold in seven years.

Key staff involved in this project include:

Bruce Parker, Ph.D., Deputy Director - Programs and Communications

Dr. Parker has held various volunteer and professional roles in diverse settings including higher education, local and statewide community organizations, a gubernatorial campaign, and state government. Most recently, he served as Director of Community Programs in the Office of Louisiana Governor John Bel Edwards.

Dr. Parker holds a Ph.D. in Curriculum Theory from Louisiana State University. He received his bachelor's degree in Cultural and Interdisciplinary Studies from Antioch College, where he committed to live by the school motto of "Be ashamed to die until you have won some victory for humanity." His educational background informs his intersectional and reflective approach to advocacy and community organizing. For this project Dr. Parker will oversee all staff involved, guide program development, in addition to advising on training implementation.

Michal Duffy, Director of Education and Research

Michal has been educating and advocating within and for the LBGTQ community in both personal and professional capacities for nearly 20 years. Michal has a Masters in Appropriate Technology and Environmental Design and has worked with natural resource conservation and sustainability in addition to their LBGTQ experience. Michal provides LBGTQ trainings for local, national, and international organizations. They lead research initiatives, are involved in advocacy, and have supported program development. Michal is also interested in intersections with OBC's work with environmental advocacy, climate change, and employee and community wellness.

For this project, Michal will be responsible for coordinating with other team members to revise and update training curricula and materials, co-presenting workshops and is charged with developing tools for data collection and evaluation, analyzing data and completing required reports.

Ruby Lopez, QTPOC Programming and Spanish Access Coordinator

Ruby has over 5 years experience serving systematically excluded communities. Originally from Chicago, Ruby was raised in a predominantly Mexican neighborhood to immigrant parents and got her start working with marginalized communities on the south-side of Chicago. She has since dedicated her life to serving BIPOC and LGBTQIA+ communities and believes in harnessing the healing powers of community, nature, solidarity, and art to address the pain of inequity facing these communities. She has a B.S. in Earth, Society, and Environmental Sustainability from the University of Illinois at Urbana-Champaign. Ruby will assist in training development and facilitation and consult on the development of Spanish-language materials.

Charlie Prohaska, Trans Programming and Communications Coordinator

Charlie graduated from the University of Iowa with a B.A. in International Studies and a B.A. in Gender, Women's and Sexuality Studies. Throughout their 4 years in college, they were actively involved in the LGBTQ student organizations on campus, including being President of Spectrum UI and Vice President of Gamma Rho Lambda, Rho Chapter. Charlie is very passionate about the LGBTQ community and appreciates working for this community-oriented organization with a dedicated staff that celebrates diversity and intersectionality. Charlie's role in this project will be to assist in the development of outreach materials, develop and implement a targeted communication/outreach plan.

Jenna Howerton, Youth Program Manager

Jenna Howerton is a licensed social worker and the Youth Program Manager for the Out Boulder County team. She has experience working with youth in educational settings, juvenile systems, residential treatment facilities, community mental health, and community programming specific for queer and trans youth. She is particularly interested in programming that focuses on the intersections of race/ethnicity and gender & sexuality and loves working with and building community with Out Boulder County's QTPOC communities. Jenna will lead community training efforts for this project, engaging youth in targeted violence prevention training.

Tamora Tanniehill, Mental Health Program Manager

Tamora Tanniehill is a Licensed Professional Counselor and a long-standing advocate and enthusiast for mental health. Tamora began her social services journey during her undergraduate career at CU Boulder where she earned dual degrees in Psychology as well as Women and Gender Studies and later returned to school at Regis University where she earned her master's in clinical Mental Health Counseling. Tamora will advise on educational programming and co-present workshops alongside the other OBC team members.

4. Sustainability

With this additional funding from the Department of Homeland Security, OBC can fully develop and implement the pilot project and establish violence prevention and law enforcement collaboration as a mainstay of the organization. This work aligns with our values and furthers our

mission to facilitate connection, advocacy, education, research, and programs to ensure LGBTQ people and communities thrive in Boulder County and beyond. As advocates for equity, inclusion, and acceptance we hope to bring a greater sense of peace and community within our four-county region, and eventually throughout the state.

OBC has an aggressive fundraising plan for FY 2023-2025 that includes support from board, staff, and development contractors to sustain our growth. This includes additional foundation grants, state, county, and federal grants, individual gifts and corporate sponsorships, and earned income generation. Each year OBC sees incremental growth in revenue from each of these areas and alongside the capital campaign will continue to leverage its expertise and dedicated board members to exceed financial goals. During the 24-month grant period OBC will establish the foundation for future growth for the LGBTQ Community Violence Prevention Project, both programmatically and financially. Once systems are in place OBC will have no difficulty maintaining the quarterly workshops and community education and outreach.

5. Budget Detail and Narrative

Category	Federal Request
Personnel	\$82,600
Fringe	\$8,868
Travel	\$246.87
Supplies	\$11,865
Contractual	\$40,000
Total	\$143,579.87
Indirect Costs	0
TOTAL PROJECT COSTS	\$143,579.87

Personnel

(b)(6) **Bruce Parker, Ph.D., Deputy Director - Programs and Communications**

For this project (b)(6) Parker will oversee all staff involved, guide program development, in addition to advising on training implementation. Approximately 5% of his time will be dedicated to the success of this project.

(b)(6) **Michal Duffy, Director of Education and Research**

For this project (b)(6) Michal will be responsible for coordinating with other team members to revise and update training curricula and materials, co-presenting workshops and is charged with developing tools for data collection and evaluation, analyzing data and completing required reports. It's estimated (b)(6) Michal will devote 15% of her time to this project.

(b)(6) Ruby Lopez, QTPOC Programming and Spanish Access Coordinator

(b)(6) Ruby will assist in training development and facilitation and consult on the development of Spanish-language materials. Approximately 15% of her time will be required to implement the project.

(b)(6) Charlie Prohaska, Trans Programming and Communications Coordinator

(b)(6) Charlie's role in this project will be to assist in the development of outreach materials, develop and implement a targeted communication/outreach plan. Approximately 15% of their time will be required to implement the project.

(b)(6) Jenna Howerton, Youth Program Manager

(b)(6) Jenna will lead community training efforts for this project, engaging youth in LGBTQ community violence prevention training. It's estimated (b)(6) Jenna will devote 5% of her time to this project.

(b)(6) Tamora Tannehill, Mental Health Program Manager

(b)(6) Tamora will advise on educational programming and co-present workshops alongside the other OBC team members. It's estimated (b)(6) Tamora will devote 5% of her time to this project.

(b)(6) Nate George, Business Operations Manager

Nate will conduct expense reports, billing, and other administrative functions related to this project. It's estimated Nate will devote 5% of this time to this project.

Fringe Benefits

The fringe benefits calculation includes health, dental, and vision insurance; social security and disability taxes, and contribution to a 403b retirement account. On average, fringe represents approximately 8-12% of total salary; some employees have chosen to opt out of select benefits.

Employee	% of FTE for Project	Annual Fringe Amount	Description
(b)(6) Bruce Parker	(b)(4) .05	541.61	Kaiser health insurance benefit, Delta Dental insurance benefit, VSP vision care benefit, SSDI, retirement contribution.
Michal Duffy	.15	1406.77	Kaiser health insurance benefit, Delta Dental insurance benefit, VSP vision care benefit, SSDI, retirement contribution.
Tamora Tannehill	.05	449.81	Kaiser health insurance benefit, Delta Dental insurance benefit, VSP vision care benefit, SSDI, retirement contribution.
Jenna Howerton	.05	411.30	Kaiser health insurance benefit, Delta Dental insurance benefit, VSP vision care benefit, SSDI, retirement contribution.
Ruby Lopez	.15	214.90	Kaiser health insurance benefit, Delta Dental insurance benefit, VSP vision care benefit, and

			SSDI.
(b)(6) Charlie Prohaska	(b)(4) .15	1066.93	Kaiser health insurance benefit, Delta Dental insurance benefit, VSP vision care benefit, SSDI, retirement contribution.
Nate George	.05	152.15	Delta Dental insurance and VSP vision insurance, SSDI and retirement contribution.

Travel

Travel expenses will cover mileage for staff traveling to and from meetings, trainings, and workshops for this project. The calculated total reflects the current federal rate of \$0.585 per mile, estimated at 422 miles.

Supplies

Supplies include necessary materials for meetings, training, and workshops including printing fees, incentives, and advertising.

Contractual

A law enforcement training expert will be contracted to help develop curriculum and delivery strategies for the project. It's anticipated that two contractors will be required for this work, at a rate of \$125 per hour each. A combined total of 160 hours is the estimated requirement total time necessary to ensure the training materials are congruent with current best practices.

APPENDICES

A. Completed Implementation and Measurement Plan (IMP) Template

B. Resumes/CVs of Key Personnel

C. Documentation of Commitment/Support

D. Letters of Recommendation

Organizational Overview

Out Boulder County (OBC) provides a broad array of culturally responsive recovery support and healthcare navigation services open to anyone in need, but prioritizes individuals identifying as lesbian, gay, bisexual, transgender, queer (LGBTQ+), and other marginalized populations (e.g., BIPOC, Latinx, individuals experiencing homelessness). Services include (bilingual/bicultural if needed) assessment, case management, short-term therapy, referrals for long-term clinical treatment, peer-led support groups. OBC also facilitates regular community outreach events and educational workshops to create awareness and engage vulnerable residents in supportive programming. Through direct services, support groups, advocacy and special events OBC reaches over 15,000 people each year.

Project Overview

The goal for Out Boulder County's (OBC) LGBTQ+ Community Violence Prevention Project is to increase violence prevention among Colorado's front range communities, with a focus on individuals identifying as lesbian, gay, bisexual, transgender, queer (LGBTQ). Additional population subsets prioritized include individuals representing communities of color and those living with mental health and/or substance use disorders. OBC will work with law enforcement leveraging established partnerships with local police departments, sheriffs departments, district attorneys offices, and the federal bureau of investigation (FBI) to implement awareness training.

Our approach to this violence prevention initiative has the potential to benefit tens of thousands of individuals both in the four county region of focus and throughout the state. There are two primary target populations, first are the recipients of the training; law enforcement officers (local, state, and federal), public defenders, community leaders. The second is the community which we intend to protect, individuals identifying as LGBTQ, many of whom represent communities of color and experience higher than average mental health and substance use disorders, in addition to the general population.

Goals & Objectives

Goal #1: Provide law enforcement with increased knowledge and understanding of LGBTQ people and communities in order to better equip them to identify threats of targeted violence, prevent targeted violence, and respond to targeted violence in a way that is more effective and that promotes trust in the LGBTQ community.

Objective A: Increase the capacity for law enforcement to respond to targeted acts of violence and bias motivated crimes within the LGBTQ community through 10 training sessions by the end of the grant period.

Goal #2: Increase awareness among the LGBTQ community about reporting resources for targeted violence, warning signs, continuum of violence, and the LGBTQ liaison program and contacts among local & regional law enforcement departments.

Objective A: Within the first year of the grant period (09/2023) train and coordinate 30 LGBTQ liaisons among local & regional law enforcement agencies.

Objective B: By the end of the second year of the grant period (09/2024) increase the number of trained LGBTQ liaisons by 33% within local and regional law enforcement agencies.

Objective C: Increase understanding across law enforcement agencies about the role and importance of LGBTQ liaisons and when to engage them.

Goal #3: Through community bystander education, increase the likelihood that LGBTQ individuals will report targeted violence threats and acts to law enforcement.

Inputs and Resources

Out Boulder County will invest its time, expertise, and resources to fully develop and implement the project. We expect to commit staff time, meeting space, training content/curricula, training materials, refreshments and supplies, digital and print ads, physical posters, and staff mileage to achieve these goals and objectives.

Activity

ACTIVITIES TIMELINE				
YR 1	MONTH	QTR	PROGRAM COMPONENT	ACTIVITIES
2022	Oct-Dec	Q4		
	Oct			Project Begins
			Liaisons	Create full outreach list for regional law enforcement departments
			Liaisons	Create outreach communications for existing LE relationships; departments with new contacts; potential new department partners
			Liaisons	Identify LGBTQ liaison group leads
			Liaisons	Draft plan LGBTQ liaison meetings (including creation of a survey for program participants about their interests, needs, and learning objectives)
			Liaisons	Create LGBTQ liaison meeting agenda & Schedule 1st LGBTQ liaison meeting to occur in 2023 Q1
			Liaisons	Send LGBTQ liaison communications & invitation
	Dec		Report	quarterly report
2023	Jan-Mar	Q1		
	Jan		Liaisons	Hold quarterly meetings, include discussion of training needs & other program opportunities. Schedule 2023 liaison meetings. Confirm format of quarterly gatherings that alternate between meetings and training.
			Training	Draft training content and pre- and post- evaluation tools for department trainings & liaison trainings (post-training tool should ask about future interests, needs, and learning objectives)
	Feb		Adult	Assemble resources & draft content for workshops; schedule for

			Workshops	2023 Q2
			Training	Hold trainings for individuals law enforcement departments as scheduled with preliminary content, include pre- and post-evaluation tools
	Mar		Report	quarterly report
2023	Apr-Jun	Q2		
	Apr		Training	Finalize training content and pre- and post- evaluation tools
			Liaisons & Training	Schedule training for LGBTQ Liaisons & send invitations
			Liaisons & Training	Hold training for LGBTQ Liaisons, conduct pre- and post-evaluations; track attendance including department and title
			Liaisons & Training	Analyze participation and evaluations
			Adult Workshops	Finalize content & feedback form
	May		Adult Workshops	Create outreach materials
			Adult Workshops	Create outreach list and send invitations, advertize
			Adult Workshops	Hold workshop as part of Pride month; collect feedback
			Adult Workshops	Collect and analyze feedback
			Training	Hold trainings for individuals law enforcement departments as scheduled, include pre- and post- evaluation; revise content as relevant
	Jun		Report	quarterly report
2023	Jul-Sept	Q3		
	Jul		Liaisons	Hold quarterly meetings, track attendance including department and title. Schedule 2024 liaison meetings. Include discussion of training needs & other program opportunities.
			Liaisons & Training	Develop new content for training for LGBTQ liaisons, update pre- and post- evaluation tools as relevant
			Youth Workshops	Schedule youth workshop for 2023 Q4
			Youth Workshops	Finalize content & feedback form (feedback should include learning objectives and likelihood to share information)
			Youth Workshops	Create outreach materials
			Youth Workshops	Create outreach list and send invitations, advertize
			Training	Hold trainings for individuals law enforcement departments as scheduled, include pre- and post- evaluation; revise content as relevant
	Sept		Report	Year 1 Report

Year 2	Month	Quarter	Program Component	Specific Activities
2023	Oct-Dec	Q4		
	Oct		Liaisons & Training	Send invitations for training for LGBTQ Liaisons
			Liaisons & Training	Hold training for LGBTQ Liaisons, conduct pre- and post-evaluations; track attendance including department and title
			Youth Workshops	Hold educational workshop for youth once school is in session; collect feedback including learning objectives, likelihood to share information, and other groups who should be invited
			Youth Workshops	Collect and analyze feedback
	Nov		Youth Workshops	Schedule youth workshop for 2024 Q1
			Educational Campaign	Create collateral based on experiences in adult and youth workshops
			Educational Campaign	Publish digital ads, track analytics
			Educational Campaign	Publish print ads
			Training	Hold trainings for individuals law enforcement departments as scheduled, include pre- and post- evaluation; revise content as relevant
	Dec		Report	quarterly report
2024	Jan-Mar	Q1		
	Jan		Liaisons	Hold quarterly meetings, track attendance including department and title. Include discussion of training needs & other program opportunities.
			Youth Workshops	Update outreach materials & invitation list. Send invitations, advertise.
			Youth Workshops	Update content based on feedback
			Youth Workshops	Hold educational workshop for youth once school is in session; collect feedback including learning objectives and likelihood to share information
			Youth Workshops	Collect and analyze feedback
	Feb		Adult Workshops	Schedule adult workshop for 2024 Q2
			Educational Campaign	Analyze reach, impressions, interactions, etc.
			Educational Campaign	Revise content as relevant

			Training	Hold trainings for individuals law enforcement departments as scheduled, include pre- and post- evaluation; revise content as relevant
	March		Report	quarterly report
2024	Apr-Jun	Q2		
	Apr		Liaisons & Training	Send invitations for training for LGBTQ Liaisons
			Liaisons & Training	Hold training for LGBTQ Liaisons, conduct pre- and post-evaluations; track attendance including department and title
			Liaisons	Create a Liaison program evaluation tool
			Adult Workshops	Revise content & update outreach materials as relevant
			Adult Workshops	Send invitations & advertize
	May		Adult Workshops	Hold educational workshop for adults; collect feedback including learning objectives and likelihood to share information
			Educational Campaign	Update collateral based on feedback
			Educational Campaign	Publish digital ads, track analytics
			Educational Campaign	Publish print ads
			Training	Hold trainings for individuals law enforcement departments as scheduled, include pre- and post- evaluation; revise content as relevant
	June		Report	quarterly report
2024	Jul-Sept	Q3		
	Jul		Liaisons	Hold quarterly meeting, track attendance including department and title. Conduct program evaluation. Include discussion of training needs & other program opportunities.
	Aug		All program components	Organize program data and analytics
	Sept		Report	Final Report

Outputs

The following outputs will be measured and assessed quarterly:

- Number of departments participating in the liaison program
- Number of law enforcement professionals designated as LGBTQ liaisons
- Number of law enforcement professionals attending liaison meetings and trainings
- Number of hours of law enforcement training
- Campaign analytics including reach, interactions, & impressions (social media/website)
- Estimated reach of printed ads
- Number of locations with printed posters

- Number of community violence prevention trainings
- Number of individuals participating in violence prevention trainings
- Number of youth resilience workshops
- Number of participants in youth resilience workshops

Demographic data

- Age
- Race/ethnicity
- Gender Identity/Orientation
- Geographic region
- Income level

Outcome Indicators

Short, medium, and long-term outcome indicators will help determine impact of the trainings and other program components. Below is a list of identified outcomes:

Outcomes - Impact		
Short Term Results	Medium Term Results	Long Term Results
Learning	Behavioral Action	Ultimate Impact
LGBTQ people and groups are at elevated risk for targeted violence and why	Considerations and protections for LGBTQ individuals and groups are incorporated into safety planning by 65% law enforcement departments	Law enforcement professionals and departments are equipped to better serve and protect LGBTQ individuals and groups from targeted violence
History of police interaction with LGBTQ communities and how that informs hesitancy in reporting today	70% of liaisons will report increased sensitivity & cultural competency, reduced bias among their peers as a result of their support.	More frequent, comprehensive, and culturally competent responses to threats and acts of targeted violence to LGBTQ individuals & groups
LGBTQ terminology, concepts, and etiquette. Resources available to LGBTQ people in the community.	Greater ability to communicate with and about LGBTQ individuals and groups; ability to connect LGBTQ individuals with culturally relevant resources in the community. 70% of participating officers will report understanding of basic LGBTQ terminology and etiquette.	LGBTQ inclusion incorporated into the ethos of local and regional law enforcement departments
LGBTQ inclusion strategies for law enforcement interactions and departments	Incorporate and refine LGBTQ inclusive policies, practices, and training. 65% of participating departments will have or establish LGBTQ inclusive policies or practices, or incorporate them into their strategic plan.	Increased connection and communication between law enforcement departments, LGBTQ community resources, and LGBTQ individuals and groups.
What resources are available if	Know what resources exist in the	Increased reporting of threats and

someone suspects or experiences targeted violence	instance of a threat or act of targeted violence. 80% of workshop participants will report awareness of available resources.	acts of targeted violence
Targeted violence warning signs, continuum of violence	Share knowledge with other individuals and groups who are at greater risk of targeted violence. 80% of workshop participants will report understanding of warning signs and continuum of violence.	Increased awareness of resources among LGBTQ community members
LGBTQ liaison program, bias crime hotline, & other resources	Awareness about the LGBTQ liaison program in local and regional law enforcement departments; awareness of Out Boulder County as a resource to get connected to LGBTQ liaisons if desired. 80% of workshop participants will report awareness of these resources.	Increased accountability among local and regional law enforcement professionals and departments regarding LGBTQ inclusion and treatment of LGBTQ individuals

Data Collection Method

LGBTQ Liaison Program

- Registration and attendance
- Feedback forms from meeting participants about their interests, needs, and learning objectives

Law Enforcement Training

- Participation among the leadership of law enforcement departments (registration and attendance)
- Pre-training evaluation forms
- Post-training feedback forms about learning objectives and content delivery

Educational Campaign

- Campaign analytics including reach, interactions, & impressions
- Community feedback

Educational Workshops

- Feedback forms about learning objectives and likelihood to share information

Data Collection Time Frame

Output data is collected in real time during each of the planned activities, these data will then be collated and reviewed monthly.

Outcomes for the **LGBTQ Liaison Program** will be measured annually through feedback forms distributed during meetings.

Each **Law Enforcement Training** will include pre-and-post evaluation and feedback forms. Forms are collected at the conclusion of each training session and subsequently combined and analyzed quarterly.

The effectiveness of the community **Educational Campaign** will be assessed by evaluating social media platform and website analytics for reach, number and content of interactions, and impressions. These metrics will be evaluated quarterly. Additionally, at least twice per year OBC and its partners will solicit community feedback via survey and targeted interviews.

Feedback forms collected at the conclusion of each **Educational Workshops** to assess achievement of learning objectives and likelihood to share information as well as to determine what, if any, changes in attitudes and behaviors may result.

Results

Quarterly reports will include outputs, outcomes (when available), any observations or issues with program implementation and potential modifications or improvements needed.

APPENDIX B
RESUMES OF KEY STAFF

Bruce Parker, Ph.D.

bruce.parker2@gmail.com

225.588.7673

AREAS OF EXPERTISE

Organizational Leadership
Coalition Building and Management
Legislative and Policy Advocacy
Fundraising and Development

Community Organizing (urban and rural)
Justice, Equity, Diversity, and Inclusion
Developing and Conducting Trainings
Leadership Development

PROFESSIONAL EXPERIENCE

Director of Community Programs, Office of Louisiana Governor John Bel Edwards (January 2016 – Present).

Direct the largest portfolio of work in the governor's office, including elderly affairs, the commission on human rights, faith outreach and engagement, community engagement, youth development, the Children's Cabinet, disability affairs, diversity and inclusion, Indian affairs, LGBTQ outreach and engagement, drug policy, women's policy, constituent services, and special projects including census complete count efforts; supervise over 100 employees; serve as the governor's representative on the Council on Homelessness and HIV/AIDS Commission; manage over \$60 million in state and federal funding; write, receive, and administer various federal grants; and serve as an advisor to the governor on issues related to community outreach and engagement, policy, and strategy.

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Deputy Finance Director and Operations Assistant, Onward Louisiana Transition Team (November 2015 – January 2016).

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Managed daily operations of transition finance team; collaborated with consultants and other transition staff to plan and execute inauguration events; worked with transition treasurer to ensure compliance with applicable state laws; coordinated staff who supported the work of the policy transition teams; and led transition efforts for the Governor's Office of Constituent Services and Community Programs including interviewing staff and coordinating with outgoing administration.

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Deputy Finance Director, John Bel Edwards for Louisiana Campaign (July 2015 – November 2015).

Coordinated daily operations of finance team raising more than \$11 million; worked with finance consultant to implement the finance plan; managed candidate call time; collaborated with communications director to design and execute digital fundraising efforts; assisted in planning and conducting large- and small-donor fundraising events; and served as liaison to the Louisiana Democratic Party and Democratic Governors Association finance teams.

Executive Director, Louisiana Progress (February 2013 – July 2015).

Directed daily operations, including supervision of professional staff and volunteers; managed board member recruitment and engagement; developed strategic partnerships with local, state, and national progressive organizations; led all fundraising efforts; educated members of the Louisiana Legislature and local elected officials on progressive policy priorities; oversaw grassroots advocacy campaigns on issues such as increasing the minimum wage, employment protections for LGBTQ people, and equal pay for women; and provided oversight of events and publications including the Louisiana Progress Journal, Progress Fellows Program, and Social Media Summit.

Administrative Coordinator (Volunteer), Louisiana Trans Advocates (June 2009 – July 2015).

Assisted transgender advocates in founding all-volunteer organization; coordinated administrative activities and daily operations; managed internal communications; assisted board president with recruitment and management of board of directors; directed outreach, advocacy, and fundraising activities; facilitated monthly working meetings for board members and volunteers; developed and conducted trainings on trans-inclusion and transgender issues; and served as primary liaison to local and statewide LGBTQ and progressive organizations.

Coalition Manager (Volunteer), Equality Louisiana (March 2009 – July 2014).

Founded the all-volunteer coalition with other LGBTQ and allied advocates; organized and directed grassroots lobbying efforts; worked with other local and statewide LGBTQ and allied organizations to build a statewide movement for equality; conducted community meetings across the state to determine the needs and priorities of the LGBTQ community; led all daily operations including communications, organizing, advocacy, and development activities; recruited coalition members and managed relationships with all members and partners; and developed relationships with other local, state, regional and national organizations to support the coalition's mission.

LGBTQ Project and Safe Space Campaign Coordinator, Office of Multicultural Affairs, Louisiana State University (August 2008 – May 2012).

Led all programs and initiatives related to LGBTQ students and issues; founded the LGBTQ Project; Conducted advocacy trainings for LGBTQ and allied students; facilitated the creation of student organizations serving LGBTQ students of color, graduate students, and law students; designed and conducted trainings on LGBTQ and other issues; provided mentoring and resource referrals to LGBTQ students; and served as advisor to various student organizations.

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Advocacy Coordinator, Indiana Transgender Rights Advocacy Alliance, (June 2005 – August 2007).

Recruited and managed volunteers; coordinated a fundraising campaign that increased donations by 210% in one fiscal year; increased the membership of the organization by 200% over two years; served as primary liaison to other local, statewide and national LGBTQ and progressive organizations; and coordinated the work of membership, legislative, fundraising, communications, and administration committees.

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Diversity Coordinator and Community Manager, Antioch College (June 2004 – June 2005).

Managed the democratic governance system; facilitated weekly community meetings of students, staff, faculty, and administration; served as a member of the two governing bodies of the college (Community Council and Administrative Council); advocated for the needs of students from marginalized and traditionally under-represented populations; planned and implemented diversity related programming; and advised the administration on issues related to community and diversity.

EDUCATION

Doctor of Philosophy (Ph.D.), Curriculum and Instruction

Louisiana State University, Baton Rouge, LA

August 2018

Education Specialist (Ed.S.), Multicultural Education

Louisiana State University, Baton Rouge, LA

December 2015

Master of Science (M.S.), Curriculum and Instruction

Purdue University, West Lafayette, IN

August 2007

Bachelor of Arts (B.A.), Cultural and Interdisciplinary Studies

Antioch College, Yellow Springs, OH

April 2005

CHARLIE PROHASKA

COMMUNICATIONS & TRANSGENDER PROGRAMMING

646 Dahlia Way, Louisville, CO 80027 | 319-429-3584 | cprohaska@outboulder.org

SKILLS

Graphic Design -- Adobe Illustrator

Website building -- Squarespace

HTML Coding

WORK EXPERIENCE

Communications & Trans Programming Coordinator

2019-2021

Out Boulder County, Boulder, CO

Online Content & Special Events Coordinator

2021-Present

Out Boulder County, Boulder, CO

Delivery Driver

2018-2019

Cedar Valley Food Runner

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Sales Associate

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2018

Textiles, Inc.

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General Employee

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2018

The Java House and Heirloom Salad Company

Delivery Driver

2016-2017

Order Up

Human Rights Intern

2015, 2016

Waterloo Commission on Human Rights

Storeroom Associate

2014-2016

University of Iowa Housing and Dining

EDUCATION

Bachelor of Arts: International Studies

2018

University of Iowa

Bachelor of Arts: Gender, Women, and Sexuality Studies

2018

University of Iowa

Minors: Spanish; Criminology, Law, and Justice

2018

University of Iowa

High School Diploma

2014

Cedar Falls High School

VOLUNTEER AND EXTRACURRICULAR ACTIVITIES

Communications Manager Boulder Burlesque	2022–present
Performance Troupe Co-Leader Boulder Burlesque	2022–present
Performer Boulder Burlesque	2019–present
Member/Alum Gamma Rho Lambda (LGBTQ+ Sorority)	2017–present
Vice President Gamma Rho Lambda (LGBTQ+ Sorority)	2018
Board Member Midwest Bisexual Lesbian Gay Transgender Asexual College Conference (MBLGTACC) Oversight Committee	2017–2018
Attendee Iowa N.E.W. Leadership Conference	2017
Member QT Roundtable (leaders of LGBTQ+ student orgs on campus)	2016–2017
President University of Iowa's Spectrum (LGBTQ+ student organization)	2016–2017
Member University of Iowa's Human Rights Student Collective (leaders of human rights-related student orgs)	2016–2017

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HONORS AND AWARDS

Iowa N.E.W. Leadership Conference Graduate University of Iowa	2017
Dean's List University of Iowa	2015, 2016, 2018

Michal J Duffy

Boulder County, Colorado

Education

Masters of Science, Appropriate Technology

Department of Technology & Environmental Design

Bachelor of Arts, Spanish Language

Philosophy minor, *Magna Cum Laude*

Appalachian State University, Boone NC

Key Professional Skills

- Writing & communications
- Grants management
- Diplomacy & savvy
- Data management
- Public speaking
- Client relations
- Stakeholder engagement
- Strategic thinking
- Project management
- Research & technical writing
- Community Education
- Highly organized

Professional Experience

Out Boulder County, Boulder CO

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Director of Education & Research, January 2022-present

Education & Program Manager, October 2017-July 2021

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Out Boulder County is a leading LGBTQ advocacy organization that serves Boulder County and beyond.

- Design the organization's response to COVID-19 crisis, including writing statements, developing community survey, and developing the organization's first Direct Aid Program.
- Write and edit organization statements on current affairs, press releases, articles, blog posts, website content, newsletter, and social media posts.
- Speak with print and radio media about relevant topics such as the impact of COVID-19, transgender employment, Transgender Day of Remembrance, and LGBTQ community topics.
- Provide input and consultation to the Executive Director on daily and key strategic decisions.
- Lead organization's advocacy efforts, including addressing Boulder's Human Rights Commission, education and bringing together different organizations around various topics.
- Design & conduct trainings on LGBTQ concepts & allyship with an average reach of 1200-1300 individuals per year. Increased revenue by 41.6% from 2018 to 2019. Enhanced overall program efficiency and efficacy. Create custom trainings for diverse audiences including for-profit corporations and small businesses, clinical settings, District Attorney staff, police departments, human services organizations, and more. Train local media organization on inclusive reporting.
- Represent the organization and LGBTQ community at community events and on various internal and external workgroups, including Longmont Multicultural Action Committee & the Transgender Steering & Events Committee.
- Manage and supervise organizational programs & grant deliverables. Facilitate and organize program development. Manage and evaluate program data. Report on program impact.
- Supervise full-time youth program coordinator & youth program, and part-time Census Promotion Partner, LGBTQ Health Equity Liaison, and Program Assistant.
- Recruit, hire, train, and manage staff and contractors.
- Create systems for organizational workflow and improve organizational efficiency.
- Develop & maintain strategic relationships on behalf of the organization, including with the

Michal J Duffy

District Attorney, Chamber of Commerce, CU Boulder, YWCA, and more.

- Lead and coordinate thematic, educational events and programming.

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Michal J Duffy

Boulder County Resource Conservation Division, Boulder CO

Education & Outreach Coordinator, August-December 2021

Sustainability Specialist in Resource Conservation Division of Boulder County Public Works Department.

- Administer and coordinate the RCD's education & outreach programs and education work plan.
- Conduct zero waste trainings, update materials, and coordinate Backyard Composting workshops.
- Coordinate the implementation of updated permanent educational displays.

Food 4 Farmers, Hinesburg VT

Office Manager, October 2014-April 2016

Food 4 Farmers is a 501(c)3 that facilitates the implementation of sustainable food security programs in coffee-growing communities in Latin America.

- Bilingual web management & document translation.
- Bilingual communication with contractors and farmers in Latin America.
- Implementation & maintenance of procedures & systems, server & record management.
- Board coordination including minutes, document management, & communications.
- Bookkeeping & production of financial statements.

Escuela Pura Vida, Sarapiquí, Heredia, Costa Rica

Private Educator, December 2013-June 2014

- Home-school three students, including one special needs student (8th, 6th, 3rd grades).
- Curriculum development incorporating North Carolina standards.

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Vermont Solid Waste Management Program, Montpelier (b)(6)

Department of Environmental Conservation, Agency of Natural Resources

Environmental Analyst IV, July-December 2013

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- Produced communication materials for new solid waste law, Universal Recycling.
- Development of web content on topics including Act 148, compost, & waste prevention.
- Legislative research for report & testimony development on non-hazardous waste management, local governance structure, and specific material streams.
- Synthesis of diverse data sources into a single database to map waste generators.
- Coordination of external work groups to accomplish statewide waste reduction goals.
- Synthesis of solid waste facility reporting to draft annual Diversion & Disposal Report.

High Country Community Supported Agriculture, Banner Elk NC

Coordinator, December 2011-March 2013

Pick-Up Manager, June-November 2011

HCCSA is a 501(c)3 multi-farm CSA that connects members with local, organic food & provides a stable, retail market for farmers.

- Organization of 4 CSA options from 14 farmers for 20 weekly shares/season.
- Execution of publicity & communications campaigns; expansion of online presence.
- Coordination among regional agricultural coalitions and organizations.
- Management of \$50,000 budget, records, databases, & contracts.
- Implementation of Cost-Share Fund to increase access to low-income individuals.
- Achieved membership growth of 33% from 67 members to 100 members.
- Supervision of two interns & volunteers. Hire & train successor.

Community Engagement & Recognition

Michal J Duffy

- **Community Affairs Council**, Boulder Chamber, Boulder CO, *Member*, January 2020-present
- **Boulder Chamber of Commerce**, Boulder CO, *Board Member*, January-December 2019
- **El Centro Amistad**, Boulder County CO, *Board Member*, January 2019-December 2020.
- **Boulder Young Professional to Know**, Boulder County CO, *Featured Professional*, August 2018
- **Boulder County Leadership Fellows Program**, Boulder County CO, *Graduate*, July 2018

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Nathaniel M. George

Objective

To obtain a Database Coordinator position that would allow me to showcase my organizational skills, enthusiasm, and my commitment to Out Boulder County and the LGBTQ+ community at large, while continuing to challenge myself and grow as an individual.

Professional Accomplishments

Imagine! Innovations (Center for People with Developmental Disabilities)

- Employee of Distinction - 2010
- Customer Service Excellence Award 2012

Community Volunteering

- Gold Presidential Volunteer Service Award – 2015 & 2016
- Bronze Presidential Volunteer Service Award - 2017
- Volunteer of the Year for Out Boulder County – 2015 & 2016

Employment History

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March 2021-Present	Special Projects Manager	Out Boulder County, Boulder
February 2019 – March 2021	Database Coordinator	Out Boulder County, Boulder
March 4, 2013-Present	Companion Model Provider	Imagine! Innovations, Lafayette
July 2012-March 2013	Administrative Assistant	Imagine! Innovations, Lafayette
March 2009 – July 2012	Site Supervisor	Imagine! Innovations, Lafayette
January 2008 – March 2009	Primary Residential Counselor	Imagine! Innovations, Lafayette

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Education

January 2014	Medical Transcription (with Honors)	Ashworth College, Norcross GA
May 2003	High School Diploma	Labette County High School, Altamont KS
March 2021	Certificate in Excel 101, 201, and 301	Udemy Online Classes

Skills

- ~Proficient in the use of the Google Suite of products
- ~Keen attention to detail.
- ~Experience managing a staff of 10-12 on a daily basis.
- ~Experienced in use of Neon CRM.
- ~Experience handling nonprofit audits and financial preparations.

Ruby Sofia Lopez

Pronouns: (She/Her)

EXPERIENCE

Out Boulder County, Boulder , CO - QTPOC Programming & Spanish Access Coordinator

March 2022 - Current (40 hrs/week)

- Work closely with Queer & Transgender People of Color (QTPOC) in the Boulder County area and beyond to co-create culturally relevant programming
- Provide direct aid services to BIPOC/low-income/Spanish-speaking communities
- Provide internal Spanish-English translation services
- Make all programs accessible to Spanish-speaking communities
- Give guidance and input to all DEI related decision-making

Thorne Nature Experience, Boulder, CO - Bilingual Community Liaison

March 2021 - March 2022 (40+ hrs/week)

- Conduct recruitment, outreach, partnership building, and program coordinating for Nature Kids Boulder, an environmental education equity-focused initiative
- Work closely with Boulder Latine community to co-produce culturally relevant programming
- Manage the social media presence of Nature Kids Boulder
- Collaborate with community partners to offer a variety of services and programs at no cost to participants from systematically excluded communities
- Conduct focus groups/ research for the purpose of data collection for annual Community Engagement report used for fundraising and program co-creation

Friends of the Forest Preserves, Chicago, IL - Program Assistant

May 2020 - September 2020 (35+ hrs/week)

- Helped manage a teen summer work program focused on environmental education and job preparedness training for BIPOC youth from systematically excluded communities
- Recruited and interviewed prospective program participants
- Created virtual educational content and lesson plans on a wide range of topics from environmental justice to natural sciences, and history
- Assisted in carrying out logistical aspects of the program

EDUCATION

University of Illinois Urbana-Champaign — B.S. in Earth, Society, and Environmental Sustainability

2009 - 2012; 2019-2020

SKILLS

Public Speaking
Native Spanish Fluency
Translation
Cultural brokering
Report writing
Administrative/
Organizational skills
Conflict Resolution

CERTIFICATIONS

CO Child Care License
CO First Aid and CPR

REFERENCES

Deputy Director

(b)(6)

(She/Her): Girl Scouts of America | DEIB Manager

SSM | Education & Outreach Coordinator

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EXPERIENCE

TGTHR (Formerly Attention Homes) — Boulder, CO
Residential Program Manager

October 2020 – December 2021

- ❖ Lead and support staff, interns and volunteers working with youth
- ❖ Oversee all daily operations pertaining to residential program
- ❖ Sustain a safe and trauma-informed culture among a variety of diagnoses
- ❖ Evaluate, develop, improve and implement programming based on program data
- ❖ Provide on-call support based on formal or informal assessments
- ❖ Collaborate with staff, youth, and providers to identify and meet goals and needs

TGTHR — Boulder, CO
Runaway and Homeless Youth Shelter Case Manager

August 2019–September 2020

- ❖ Maintain a caseload of youth in assigned program
- ❖ Assess areas of client needs and collaborate on goals to meet those needs
- ❖ Conduct meetings with participants and connect them to community resources
- ❖ Facilitate family engagement with behavioral and parent coaching by providing psychoeducational and life skills development training
- ❖ Supervise case and task management for interns and program therapists

TGTHR — Boulder, CO
Residential Program Coordinator

July 2016–July 2019

- ❖ Oversee staff and their development by interviewing, evaluating and training
- ❖ Supervise with On-call responsibilities

Direct Care Staff

November 2014–July 2016

- ❖ Manage youth cases, schooling, records and those involved with child welfare

Center for Change- Behavioral Treatment Services —
Boulder/Longmont, CO— Clinical Intern/Registered Psychotherapist

May 2018–May 2019

- ❖ Conduct biopsychosocial intake assessments
- ❖ Provide 15–20 hours of clinical therapeutic services (individual and group)
- ❖ Provide case management and referrals
- ❖ Develop and maintain knowledge of the criminal justice system (adult/adolescent) and systemic marginalization

SKILLS

Strong understanding and application of cultural competence

Understanding of multi-systemic structures and their impact on access to resources

Verbal, trauma informed approach and crisis de-escalation

High proficiency in multiple therapeutic modalities

Public speaking

Data collection & program analysis and development

Highly adaptable and creative

Experience billing Medicaid

Preparation of and guiding staff trainings

Oversight of client files and audits

Professional communication with counties and stakeholders

EDUCATION

Regis University — Denver

Master of Arts in Clinical Mental Health Counseling

2015–2019

University of Colorado — Boulder

Bachelor of Arts in Psychology / Bachelor of Arts in Women and Gender Studies

2011–2014

AFFILIATIONS

TGTHR, JEDI Committee

January 2020–Present

Out Boulder County, QTPOC Steering Committee

2018–2020

Page 37

Withheld pursuant to exemption

(b)(6)

INTERNSHIP

of the Freedom of Information and Privacy Act

Safe Shelter of Saint Vrain Valley — Longmont, CO

Victims/Legal Advocate Intern and Relief Staff

March 2014–June 2016

- ❖ Facilitation of education and work groups and individual sessions with shelter clients
- ❖ Shelter intake, outreach and crisis line operation
- ❖ Legal Advocacy and protection order assistance

REFERENCES

— Previous employment supervisor and current clinical supervisor

954.464.5362

— Previous supervisor

720.320.8568

*More references available upon request

CREDENTIALS

Licensed Professional
Counselor

CREDENTIALS IN PROGRESS

Licensed Addictions Counselor –

hours in progress; classes in progress; MAC Exam Scheduled for January 2021 – scheduled for application submission by February of 2022

CERTIFICATIONS

QMAP

First Aid/CPR

APPENDIX C
DOCUMENTATION OF COMMITMENT/SUPPORT



**City
of
Boulder**
Department of Police

To: Department of Homeland Security Targeted Violence and
Terrorism Prevention Grant Program

From: Maris Herold, Chief of Police

Date: 05/05/2022

Subject: Letter of Support

The Boulder Police Department supports Out Boulder County's proposed project and encourages DHS to fund their project through the TVTP grant program.

Out Boulder County has demonstrated leadership and vision by engaging with law enforcement professionals to increase the safety of the LGBTQ community. Out Boulder County brings subject matter expertise that local law enforcement departments need in order to effectively contribute to community safety. They have proven the interest and support for this type of collaboration through initial events that brought together an impressive representation of regional law enforcement partners, including representation from our department. This is the type of leadership and programming that is needed to address barriers and mistrust, to establish connections and a shared understanding, and create a resilient community that can effectively recognize and respond to threats and acts of targeted violence and domestic terrorism. As a trusted community resource and cultural broker, Out Boulder County is in a unique position to bring together law enforcement and LGBTQ constituents in order to contribute to greater overall community safety.

The Boulder Police Department works closely with our federal partners in information sharing to coordinate, investigate, and create operational responses to threats. Following the successful prevention of the UCLA professor threat in Boulder our department gained not only community, but national credibility for our ability to assess and respond quickly to potential targeted violence. Our department is the face of safety and security in the City of Boulder and community members recognize our officers as their first line of defense when threats exist in their community.

The Boulder Police Department encourages the Department of Homeland Security to fund Out Boulder County's application for the Security Targeted Violence and Terrorism Prevention Grant Program.

(b)(6)

Maris Herold
Chief, City of Boulder Police



University of Colorado Police Department
1050 Regent Drive, 502 UCB
Boulder, CO 80309-0502

May 4th, 2022

To the Department of Homeland Security Targeted Violence and Terrorism Prevention Grant Program,

The University of Colorado Boulder Police Department fully supports Out Boulder County's proposed project and commits to being involved in the proposed project activities, specifically by participating in the LGBTQ liaison program and trainings.

Out Boulder County is an extremely valuable educational resource for local law enforcement departments and an essential resource for local LGBTQ individuals. Their mission, *"working independently and in collaboration, we facilitate connection, advocacy, education, research, and programs to ensure LGBTQ+ people and communities thrive in Boulder County and beyond"* outlines their values and dedication as a community support organization. Additionally, they are a cultural broker with experience supporting both law enforcement professionals serving LGBTQ individuals, as well as LGBTQ individuals in need of law enforcement interaction. As a trusted community resource, Out Boulder County is in a unique position to bring together these constituents to contribute to greater overall community safety.

Out Boulder County has a proven track record of forging partnerships that are crucial to the success of their proposed project, including with our police department. This grant would enable Out Boulder County, and the program partners to complete essential, groundbreaking work that is greatly needed and rarely seen.

With TVTP funding from DHS, this project can support our region in recognizing, preventing, and responding to targeted violence against LGBTQ community members. This project will establish partnerships and build trust vital to addressing domestic terrorism and targeted violence toward the LGBTQ community. Their proposed project activities include:

Proposed Project Activities:

1. Quarterly LGBTQ liaison meetings of local and regional law enforcement departments
2. LGBTQ Trainings for the LGBTQ liaisons and individual departments.
3. Educational campaign (digital & print) about targeted violence, bias incidents, and available resources (targeted to LGBTQ community)
4. Educational workshops about targeted violence, bias crimes, warning signs and the continuum of violence, available resources, and the LGBTQ liaison program.



University of Colorado Police Department
1050 Regent Drive, 502 UCB
Boulder, CO 80309-0502

With research showing that LGBTQ+ people are more likely to be a victim of a crime, we want to ensure there are safe spaces for them to turn to, trust in law enforcement, and avenues for those who are victims of crimes to report to. These proposed project activities would truly assist in building trust with the LGBTQ+ community population and police officers through collaboration and partnership through educational seminars, workshops, prevention methods and training.

The University of Colorado Boulder Police Department fully supports and encourages the Department of Homeland Security to fund Out Boulder County's application for the Security Targeted Violence and Terrorism Prevention Grant Program.

Sincerely,

(b)(6) — DocuSigned by:
Doreen Jokerst
— 06B6D821EC734C4...

Doreen Jokerst
Chief of Police
University of Colorado Boulder Police Department



Rick Bashor, Chief of Police

May 4, 2022

Department of Homeland Security
Targeted Violence and Terrorism Prevention Grant Program,

The Lafayette Police Department supports Out Boulder County's proposed project and commits to being involved in the proposed project activities, specifically by participating in the LGBTQ liaison program and trainings.

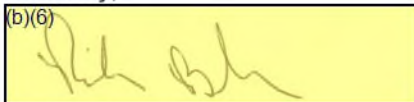
Out Boulder County is an extremely valuable educational resource for local law enforcement departments and an essential resource for local LGBTQ individuals. They are a cultural broker with experience supporting both law enforcement professionals serving LGBTQ individuals, as well as LGBTQ individuals in need of law enforcement interaction. As a trusted community resource, Out Boulder County is in a unique position to bring together these constituents in order to contribute to greater overall community safety.

Out Boulder County has a proven track record of forging partnerships that are crucial to the success of their proposed project, including with our department. This grant would enable Out Boulder County and the program partners to complete essential, groundbreaking work that is greatly needed and rarely seen.

With TVTP funding from DHS, this project can support our region in recognizing, preventing, and responding to targeted violence against LGBTQ community members. As the DHS' Strategic Framework for Countering Terrorism and Targeted Violence says, "An aware society is the best foundation for preventing terrorism and targeted violence." This project will establish partnerships and build trust vital to addressing domestic terrorism and targeted violence toward the LGBTQ community.

Lafayette Police Department encourages the Department of Homeland Security to fund Out Boulder County's application for the Security Targeted Violence and Terrorism Prevention Grant Program.

Sincerely,

(b)(6)


Rick Bashor
Chief of Police



APPENDIX D
LETTERS OF RECOMMENDATION



OFFICE OF THE DISTRICT ATTORNEY
TWENTIETH JUDICIAL DISTRICT

Michael T. Dougherty, District Attorney

May 5, 2022

Department of Homeland Security
Targeted Violence and Terrorism Prevention Program
Washington, D.C.

**RE: Support of Application by Out Boulder County for Targeted Violence and Terrorism
Prevention Grant Program – Raising Societal Awareness Track**

To the Members of the Department of Homeland Security Targeted Violence and Terrorism
Prevention Grant Program:

Please accept this letter by the Office of the District Attorney for the Twentieth Judicial District – Boulder County as our enthusiastic support for Out Boulder County's application for a grant from the U.S. Department of Homeland Security's Targeted Violence and Terrorism Prevention Program. We especially value Out Boulder County's application for its targeted goal and efforts to increase education, awareness, training, and networking among our local law enforcement agencies and the LGBTQ community.

We are confident in the expertise of Out Boulder County to coordinate, develop, and deliver the trainings and educational programming they propose to both law enforcement agencies and the community. Out Boulder County has the subject matter expertise to effectuate their proposed project goals and has demonstrated their leadership and vision to engage law enforcement professionals in order to increase the safety of the LGBTQ community. They have also previously proven their interest in this type of collaboration through past events that brought together an impressive representation of regional law enforcement partners, including support from our office. Out Boulder County's proposed collaborative programming and educational campaigning is exactly what is needed to address barriers and mistrust in the community and establish connections and a shared understanding between law enforcement and the LGBTQ community. As a known and trusted community resource, Out Boulder County is in the unique position to bring together law enforcement and LGBTQ constituents in order to more effectively respond to targeted violence against these individuals and to contribute to greater overall

BOULDER OFFICE: JUSTICE CENTER · 1777 6TH STREET · BOULDER, COLORADO 80302 · 303.441.3700 · FAX: 303.441.4703

LONGMONT OFFICE: 1035 KIMBARK · LONGMONT, COLORADO 80501 · 303.441.3700 · FAX: 303.682.6711

WWW.BOULDERCOUNTY.ORG/DISTRICT-ATTORNEY/ · EMAIL: BOULDER.DA@BOULDERCOUNTY.ORG · TDD/V: 303.441.4774

community safety.

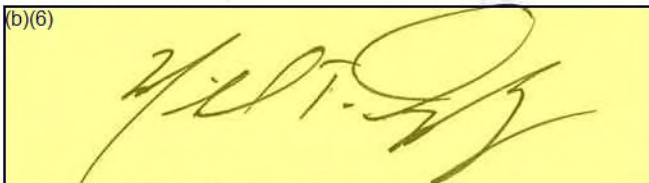
Our office is responsible for the prosecution of all criminal matters in Boulder County with a primary focus of enhancing public safety and seeking justice for crime victims, while contemporaneously balancing our efforts to incorporate crime prevention and diversion modalities. For many years, we have identified Bias and Hate Crime investigation and prosecution as an office initiative and focus of our public safety goals. We must provide a better reporting and trusting relationship between the LGBTQ community and law enforcement so that we can enhance our ability to prosecute the offenders of these crimes. Thus, we see this grant proposal by Out Boulder County as an extension of that mission and complementary to our work at the District Attorney's Office.

We are excited to support Out Boulder County and their grant proposal through our commitment to ongoing collaboration with them on their training and educational awareness efforts with law enforcement and in the greater community. The Boulder community is unique in its desire to learn and work together to combat targeted violence, as well as by its willingness to cross-train and join forces together amongst law enforcement, local religious groups, university based organizations, and community based organizations, such as Out Boulder, the NAACP and those focusing on the unhoused population. The District Attorney's Office will support Out Boulder County's grant proposal by liaising with our law enforcement partners and supporting their programming for addressing risk factors associated with targeted violence against the LGBTQ community. We would love to partner with Out Boulder on their efforts to enhance the safety of LGBTQ individuals and the greater Boulder County community.

Out Boulder County's proposed project presents a concrete and feasible way to prevent targeted violence against LGBTQ individuals and in the surrounding community, and we look forward to continued collaborations in violence prevention. Accordingly, we strongly recommend Out Boulder County's application, and we urge the Department of Homeland Security to fund Out Boulder County's project proposal for the Security Targeted Violence and Terrorism Prevention Grant Program.

Sincerely,

(b)(6)

A handwritten signature in black ink, appearing to read "Michael T. Dougherty", is written over a yellow rectangular background. The signature is fluid and cursive.

Michael T. Dougherty
District Attorney

Congressional Districts Impacted by Project

CO-002

CO-004

CO-007

CO-008

EMW-2022-GR-APP-00029

Application Information

Application Number: EMW-2022-GR-APP-00029

Funding Opportunity Name: Fiscal Year (FY) 2022 Targeted Violence and Terrorism Prevention (TVTP)

Funding Opportunity Number: DHS-22-TTP-132-00-01

Application Status: Pending Review

Applicant Information

Legal Name: Boulder Pride

Organization ID: 23795

Type: Nonprofit having 501(c)(3) status with IRS, other than institutions of higher education

Division:

Department:

EIN: 8461467134

EIN Shared With Organizations: dba Out Boulder County

DUNS: 967837134

DUNS 4:

Congressional District: Congressional District 02, CO

Physical Address

Address Line 1: 3340 Mitchell Ln

Address Line 2: [Grantee Organization > Physical Address > Address 2]

City: Boulder

State: Colorado

Province:

Zip: 80301-2273

Country: UNITED STATES

Mailing Address

Address Line 1: PO Box 1018

Address Line 2: [Grantee Organization > Mailing Address > Address 2]

City: Boulder

State: Colorado

Province:

Zip: 80306-[Grantee Organization > Mailing Address > Zip 4]

Country: UNITED STATES

SF-424 Information

Project Information

Project Title: LGBTQ Community Violence Prevention

Program/Project Congressional Districts: Congressional District 02, CO

Proposed Start Date: Sat Oct 01 00:00:00 GMT 2022

Proposed End Date: Mon Sep 30 00:00:00 GMT 2024

Areas Affected by Project (Cities, Counties, States, etc.): Boulder, Jefferson, Weld, and Denver Counties in Colorado

Estimated Funding

Funding Source	Estimated Funding (\$)
Federal Funding	\$143579.87
Applicant Funding	\$40000
State Funding	\$0
Local Funding	\$10000
Other Funding	\$10000
Program Income Funding	\$0
Total Funding	\$203579.87

Is application subject to review by state under the Executive Order 12373 process? Program is not covered by E.O. 12372.

Is applicant delinquent on any federal debt? false

Contacts

Contact Name	Email	Primary Phone Number	Contact Types
Mardell Moore	(b)(6)moore@outboulder.org	3034995777X104	Authorized Official Signatory Authority Primary Contact
Bruce Parker	bparker@outboulder.org	(720) 756-1276	Secondary Contact

SF-424A

Budget Information for Non-Construction Programs

Grant Program: Targeted Violence and Terrorism Prevention Grant Program

CFDA Number: 97.132

Budget Object Class	Amount
Personnel	\$82600
Fringe Benefits	\$8868
Travel	\$246.87
Equipment	\$0
Supplies	\$11865
Contractual	\$40000
Construction	\$0
Other	\$0
Indirect Charges	\$0
Non-Federal Resources	Amount
Applicant	\$0
State	\$0
Other	\$0
Income	Amount
Program Income	\$0

How are you requesting to use this Program Income? [\$budget.programIncomeType]

Direct Charges Explanation:

Indirect Charges explanation:

Forecasted Cash Needs (Optional)

	First Quarter	Second Quarter	Third Quarter	Fourth Quarter
Federal	\$	\$	\$	\$
Non-Federal	\$	\$	\$	\$

Future Funding Periods (Years) (Optional)

First	Second	Third	Fourth
\$	\$	\$	\$

Remarks:

SF-424C

Budget Information for Construction Programs

Assurances for Non-Construction Programs

Form not applicable? false

Signatory Authority Name: Mardell Moore

Signed Date: Mon May 16 00:00:00 GMT 2022

Signatory Authority Title: Executive Director

Certification Regarding Lobbying

Form not applicable? false

Signatory Authority Name: Mardell Moore

Signed Date: Mon May 16 00:00:00 GMT 2022

Signatory Authority Title: Mardell Moore

Disclosure of Lobbying Activities

Form not applicable? true

Signatory Authority Name: Mardell Moore

Signed Date:

Signatory Authority Title: